ISD CAMPUS Bulletin

November 19, 1993

Volume 2 #13

2 Weeks at a Glance

November

22 9:00 - 10:00 am K -5 Open Forum - K - 5 Gym
4:30/6:00 pm Boys' Middle School Basketball "B" & "A" at Heritage Christian
6:00/7:30 pm Boys' Junior Varsity & Varsity Basketball at Morton Memorial

23 10:45 am - 1:00 pm 2nd Grade to Pizza Hut
4:30 pm Boys' Middle School Basketball "A" at Northwest
4:30/6:00 pm Girls' Junior Varsity & Varsity Basketball at Heritage Christian

24 1/2 Day Students and Teachers (Noon Dismissal)

25 Thanksgiving Day

26 Thanksgiving Break (No School)

29 5:30/6:45 pm Boys' Middle School Basketball "B" & "A" at Bethesda

30 4:30/5:45 pm Boys' Middle School Basketball "B" & "A" at St. Richard's

December

2 4:30 pm Girls' Varsity Basketball at Indianapolis Baptist
4:30/6:00 pm Boys' Middle School Basketball "B" & "A" at Trinity Lutheran
5:15 pm Boys' Middle School Basketball "C" at Liberty Christian

3 12:00/3:00 pm Boys' Jr. Varsity & Varsity vs Kentucky Deaf School
6:00 pm Boys' Middle School Basketball "A" vs Ohio Deaf School

FSS Retreat

On October 8, the FSS Center Team Leaders met for a full day retreat off campus. Chris Fetzer, Louise Fitzpatrick, Diane Hazel, Cindy Lawrence, and Bruce Peters attended. Ann Titus served as facilitator.

The retreat goal was to identify and build consensus for key management principles. This was accomplished by taking a real life situation and examining individual responses to it. The group used the situation of hiring new staff and the procedures that each individual would use to hire someone. Through this activity, the group's **values associated with management** became clear. The group agreed they valued: The use of systematic procedures for making important decisions, the Deaf Community as a network for finding resources, Group decision making and collaboration, and the empowerment of staff.

The activity also provided some ground work for actually preparing **procedures for hiring**. The group agreed to continue working on those procedures, and will begin to implement a final plan by January 1, 1994.

Finally, the activity emphasized the group's need for **regular opportunities to discuss school issues and support each other.** The schedule for daily meetings was revised to include a time for this kind of discussion.

A more detailed summary of the retreat may be obtained by contacting FSS at ext. 416 TTY/Voice.

Jennifer Brezinski Makes News!

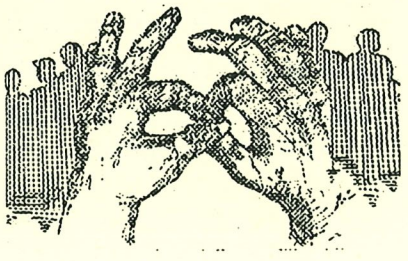
Believed to be first female touchdown

ISD senior Jennifer Brezinski's accomplishments were featured recently in a story in the Indianapolis News. Jennifer is one of the few women to have played IHSAA football. It appears she made history as the first women to score a touchdown in IHSAA sanctioned play. Perhaps a national first should also be credited to Jennifer, but since neither the Indiana High School Athletic Association nor the National High School Federation have records, the status of her unique accomplishment is unclear.

ISD's feelings are quite clear - Jennifer's the greatest!

Monograph Published

The new NAD Deaf American Monograph, Deafness - 1993 - 2013, featuring a discussion by representatives of the ISD Community, has recently been published and a complementary copy of the publication presented to the school which will be available in Alumni Hall library.



Thought for the Week:

"I felt I had come to a sister school and a program I can relate to, There is a hospitable atmosphere and an enthusiastic spirit that is infectious and attractive. I especially enjoyed the student involvement on explaining the program and expressing their sense of pride. You have much to be proud of."

Deaf School Superintendent *- at Midwest Superintendent's Conference at ISD, November 1993*

The ISD Campus Bulletin is published weekly during the school year.

Send submissions to:

Visitor & Information Center
Alumni Hall Room # 122

Deadline - Fridays

Editor - Gary McWhirter

ISD Library National Tour Site

Alumni Hall Library's program and Media Center will be toured by a group of school librarians from around the country when the American Association of School Librarians (AASL) holds its seventh national convention in Indianapolis November 9 - 13 1994.

ISD is proud of its library program and welcomes the opportunity to showcase the library's many strengths.

Tech Prep and Its Impact on ISD

The Tech Prep Planning Committee will present "Tech Prep and Its Impact on ISD" to all interested staff members December 8, 3:05 pm in Alumni Hall Auditorium.

The Westin Helps, Too

The Westin Hotel generously loaned the Fairfield Inn two ADA kits for the visiting superintendents. The Fairfield was somewhat prepared for the visitors, but did not have enough decoders to provide for all the guests. The Westin Hotel has ADA kits that provided smoke alarms, lights for the door and phone, alarm vibrators, TTY, and decoders. VIC is very thankful to Mike Ostiguy from the Westin who generously let ISD borrow the kits.

Library Notes:

Superintendent Laird and Linda Canty are proud to announce that the Department of Education has awarded a "Reading is Fundamental" (RIF) mini-grant to the K - 5 program. ISD was one of 46 sites selected for the program out of 166 applications. The RIF committee, including 11 staff members and parents, will plan three special reading activities to take place throughout the '93 - '94 school year. Free paperback books will be given to each K - 5 student after each of the three planned activities so that they may build their own personal libraries. ISD appreciates the Department of Education for this generous award.

ISDUTA

Everything teachers always wanted to know about ISDUTA (Indiana School for the Deaf Unified Teachers Association) but were afraid to ask. Now is the chance to ask questions at the meeting in Alumni Hall Library on Wednesday, December 1 at 3:05 pm. Don Grable, ISTA (Indiana State Teachers Association) representative, will be present to answer any questions.

Deaf and Hard of Hearing Services (DHHS) Advisory Committee

Terms Effective May 22, 1993

One Year	Two Years	Three Years
Jerry Bass	Joan Avery	Matt Gwynn
Joseph Kindred	Jeffrey Baatz	Eddy Laird
Jess Smith	Barbara Powers	Jerome Vogel
Sharon Wooten	Gale Walker	

Jess Smith currently chairs the committee.

The Committee meets next on Saturday, February 12, 9 am in Alumni Hall Room 133. Meetings are open to the public. For additional information contact DHHS - (317) 232-1143 TTY/Voice.

News from the Business Office

Changes in some business office locations occurred the week of November 15 to facilitate a more efficient use of personnel, time, and space. Business Manager Michael Burk relocated to Room G08 with Secretary Sandy Wright. Personnel Assistant Kelly Phillips moved the Personnel Office into room G19, and Accountant Kim Squires moved the accounting functions to room G09. The move (to be completed before Thanksgiving break) requires some phone extension changes PLEASE NOTE:

Michael Burk	**923-2835 TTY/Voice**
Kim Squires	**924-8406 (ext 406) TTY/Voice**
Kelly Phillips	**924-8407 (ext 407) TTY/Voice**

American Deaf Leaders of Today

Superintendent Laird was recently selected as one of the American Deaf Leaders of Today. Ralph White from the Texas Commission for the Deaf and Hearing Impaired of Austin, Texas, will make the presentation later this month in Oklahoma City. More information to follow after the conference. Congratulations Superintendent Laird!

Reason for the Season II

Mark your calendars for 7 pm Thursday, December 2. The Hendricks County Theater will have a special performance for the entire ISD community. This holiday performance has on-stage interpreters and is filled with the spirit of giving. Last year this theatrical civic group donated their fifteen-hundred dollar profit to ISD, and again this year has promised to share generously with the school. Reason for the Season II would be a wonderful family event to begin sharing the holiday spirit. Hope to see you there at the Danville Royal Theater!

Museum Volunteers

On Thursday, November 11 Ramona Duncan-Huse from the Indiana Historical Society donated the entire day to ISD's Museum and Archives. Her skills and expertise were shared with six community volunteers interested in learning the proper techniques for restoring and preserving artifacts. ISD thanks Ramona for her interest and spirit in helping the school. VIC also extends sincere appreciation to Connie Brake, Virgil Bippus, Teresa Schmidt, Wayne Walters, Bill Boone, and Gale Walker. The group spent Veteran's Day being trained by Ramona so that they will be prepared to regularly volunteer in the restoration and preservation process. The day of training was set up by David Reynolds, Special Projects Coordinator. David thanks all the community volunteers and Ramona for their time and energy to this project. A very special thanks to Bill Coffey, who spent the day interpreting for the group.

Transfer Opportunities

(In-House Only)

Posted: November 18, 1993 Deadline: November 25, 1993

Title:	Cook III (2 Positions)
Department:	DietaryAlumni Hall
Building:	Brown Cafeteria Willard Cafeteria
General Description:	Swing Cook - Brown Breakfast and Lunch Meal Cook - Willard
Shift:	Monday - Friday 5:30 am to 1:30 pm - Brown or 10:30 am to 6:30 pm - Brown Monday - Friday 6:00 am to 2:00 pm - Willard

Athletics Update

Middle School "A" Boys' Basketball
'93 - '94

NAME	GRADE
Ron Buterbaugh	8
Joshua Dupree	7
J.R. Edwards	7
Adam Gouvan	8
Rodney Lewis	7
John Mazurkiewicz	7
Kevan McDaniel	8
Ben Ratell	7
Michael Rickert	7
Waymon Watkins	7
David Webster	7
George Young	7

Alternates:

Jeremy Moore	8
Tony Mulrenin	7
Andy Pike	8
Danny Wilkinson	7

Head Coach: Curtis Sigafoose

"Congratulations! I am looking forward to having a great basketball season this year. " Coach Sigafoose

Middle School "B" Boys' Basketball
'93 - '94

NAME	GRADE
Martin Dych	5
Eugene King	6
Latonyeio Menifield	5
Michael Muckenfuss	5
Willie McWhirter	5
Daniel Pfaff	5
Bobby Polstra	5
David Sharer	6
Justin Smith	6
Jermaine Vaughn	6
Jerry Weeks	5
Justin Wilson	6
Bob Yoder	5

Manager: John Tate

Head Coach: Eric Mansfield

Indianapolis Black Deaf Advocates
Annual Banquet
Saturday December 4
6:00 pm
- Tickets -
(purchased before November 22)
$15 Adults - $8.50 Students
Tickets purchased at the door - $20.00
For information call Donald Tinsley
(317) 298-3705 TTY
Mail Check or Money Order payable to:

Indianapolis Black Deaf Advocates
P.O. Box 24664
Indianapolis, IN 46224

GUEST SPEAKER - *NBDA President* **Pam Lloyd**

Student Enrollment

As of November 12, 1993

High School	**100**
Middle School	**74**
Grades K - 5	**101**
0 - 5 Program	**38**
TOTAL	**313**

Welcome Wagon: *Tiora Finch*
0 - 5 Program Indianapolis
Farewell: N/A

Staff Development News

CPR
This 6 hour program covers one-person CPR procedures for adult, child, and infant victims. Participants will learn emergency basic life support by practicing on lifelike mechanical mannequins. This class is being offered on December 15, 8:30 am - 3:30 pm at the State Training Center. Registration is $25.

Cultural Diversity
Participants will learn to more effectively work and communicate with employees from varying cultures and will leave the program with a greater awareness of the kinds of communication and behaviors that are destructive or constructive in building positive work relationships. This workshop is being held on December 13, 9 am - 12 pm at the State Training Center. Free!

Managing a Culturally Diverse Workforce
The workshop's aim is to teach participants how to effectively manage a culturally diverse team of employees. The objectives are to:

- Create a climate that allows the organization to inspire the best contribution from everyone.
- Teach managers how to respond appropriately to discrimination and prejudice to avoid negative im pacts to agency goals.
- Teach managers to choose policies and approaches that empower a diverse team of employees.
- Teach interactive skills to bridge any group boundary (age, sex, culture, geographic origin, etc.).

This class is being offered December 14 at the State Training Center. Registration $50.

**It is highly recommended that participants attend the "Cultural Diversity" class on 12/13/93 prior to taking this class.

Pre-Retirement Planning Seminar
This program is designed to assist state employees with advance retirement planning by providing information useful in making informed decisions. A sound retirement requires careful advance planning involving numerous interrelated topics, including: financial planning, Social Security, insurance, Indiana Deferred Compensation and legal issues. This session is being held December 16, 8:30 am - 4:00 pm at the State Training Center. The course is free of charge.

Other workshops:

Grammar, Usage and Business Writing Skills
How to Handle Difficult People
Interpersonal Skills

Staff who attended workshops last week:

ADD/ADHD
Pam Burchett, Carol Wild, Kathleen Robertson

Whole Language
Toni Wolfe, Amy Hackett, Marie Kellam-Cook

Easy Training
Donnie Knight, Gracie Scisney, Michael West

Purchasing within the State System
Dan Fitzpatrick, Melba Bippus, April Bippus
Rusty Crace, Yvonne Catt

Language Arts Conference
Judy Reynolds

For more information on any workshop listed in the Campus Bulletin see the bulletin board outside Alumni Hall Room 223 or contact Mary Alice Moon, Coordinator of Staff Development

Midwest Superintendent's Conference Kudos

The planning committee (George Stailey, David Reynolds and Kathy Smith) for the Midwest Conference would like to extend many thanks to all of ISD for the efforts to prepare for the twentieth annual conference. Each department contributed greatly to the success of the event.

Housekeeping, Grounds, Maintenance and the Student Development Center staff were helpful in getting the various physical surroundings ready. Their eye for detail and timeliness are most appreciated.

Also providing beautification to the physical environment of Alumni Hall were a diverse group of people who decorated bulletin boards. Three large bulletin boards were decorated to display the artwork of the 0 - 5 students, the K - 5 students and Middle and High School students. Please take the time to see this display by ISD's budding artists. Thanks to Ella Elkins, Jonas Fenicle, and Louise Fitzpatrick and the 0 - 5 staff for sharing these masterpieces. Other bulletin boards in Alumni Hall were provided by Middle School Volunteer Cindy Squires, Carrie Hendrickson, and Kathleen Walters, Melba Bippus, April Bippus, and Pat Cooper, who worked cooperatively to display the superintendents and their school colors. Thanks to all for their artistic flair!

The K - 5 Department had a tremendous display created by Jonas Fenicle, Pamela Haring, and Penni Jean Smith, who utilized the superintendents' pictures and a map of the United States to show students where the visitors lived. All the teachers in the department helped to prepare the students and during their assembly with the superintendents the students were able to demonstrate their recognition of the superintendents and the schools that they represented.

Student Council officers and representatives from the educational departments escorted the superintendents through their respective departments. Thanks to the following student guides:

K - 5

Valerie Sharer & **Bryan Huser**

Middle School

George Young &

Duwycia Wilson

High School

Jennifer Brezinski,

Melody Hartter & **Shawn Paige**

The planning committee especially thanks the teachers and department supervisors for their support prior to and during the conference. Their efforts to welcome the superintendents and have departments in outstanding shape were well received and recognized.

Diane Hazel and David Geeslin discussed ISD's BiBi philosophy and the related issue of transition with the group. They spent a great deal of time together developing their presentation, which provided the superintendents with stimulating information and "food for thought." Sincere appreciation to Diane, David, and Cindy Lawrence (who skillfully interpreted the meeting) for all their time and energy.

Some other "behind the scenes" people who deserve recognition for their efforts during preparations are North Central High School volunteers Lisa Weidekamp and April Clarkson, who prepared the information folders and filled and decorated "goodie bags" for each superintendent. Snacks for the "goodie bags" were provided by George Stailey, Kathy Smith and the High School cooking classes. The ISD Alumni Association provided sesquicentennial trinkets for the bags (a magnet, some coasters, and a deck of cards). Another person who was most helpful and supportive was Mary Alice Moon. Her willingness to help is never ending and is most appreciated.

ISD has some very talented cooks who most graciously provided morning and afternoon snacks for the group. Thanks to the following people who generously provided a variety of refreshments for the conference: Carol Keller, Mary Alice Moon, Peggy Baldridge, Susan Hocker, Bea Pfaff, Carrie Hendrickson, Edna Olsen, Linda Canty, Max Gallimore, Kathleen Robertson, Sharon Baker, Winona Alter, Sally DeNardin, Pat Cooper, and Judy Reynolds.

Thanks again to all those who showed their "Hoosier Hospitality" to the visiting superintendents.

Brown Cafeteria's staff served two wonderful luncheons to the group, both in the cafeteria's basement dining room (an extra challenge for the staff). The meals were enjoyed by all. Thanks!

Thanks to: George Perry, Diane Hazel, Bill Coffey, George Stailey, Kathy Roche, and Jerry Bass for providing interpreting services.

The planning committee cannot say enough to thank everyone who helped to make this a successful conference. The entire campus had a hand in getting things ready and sincere appreciation from the Superintendent and the planning committee is extended to all.

Results of the Midwest Superintendents' Conference:

	Excellent	Good	Average
1. Reception and opening introduction for the workshop (two - no response)	3	2	
2. Tours of Educational Programs (one - no response)	5	1	
3. Lunch with the Bi/Bi Committee (one - no response)	4	2	
4. Superintendents' meetings	6	1	
5. Dinner with Community Leaders	4	3	
6. Meeting with Student Life Team	4	3	
7. Meeting with Transition Consultants	3	4	
8. Meeting with Business & Operations	1	3	3
9. Leisure time with staff and community leaders (two - no response)	2	3	
10. Social activity (three - no response, two - NA)	1	1	

Responses to optional questions:

1. What were your impressions of ISD before you arrived?

- **A school experiencing much change rapidly but with the beginnings of a model Bi/Bi program.**
- **Had never been at ISD before - pictured it as a typical large enrollment school.**

ISD is a "trailblazer" in the Bi/Bi concept; ISD takes a strong stand on this philosophy.
I form impressions after I have the experiences.

- **Very positive.**
- **Positive - heard so many good things happening and got to see them.**

Since I had worked at ISD previously, my impression was/is positive.

2. Did your impressions change while at ISD?

- **I was impressed with the new fresh spirit, enthusiasm and commitment to change. A very friendly atmosphere.**
- **Yes - student awareness, social maturity, confidence, staff are very competent in knowledge and communication skills.**
- **No**
- **I was and am impressed.**
- **Stayed positive.**
- **They improved!!**
- **Yes - I'm even more than ever positive about ISD.**

3. Do you see ISD becoming a support system for your school?

- **They have already loaned us their ideas. People from ISD have come to consult with my school's staff and some my staff have been to ISD.**
- **Yes - sharing experiences in terms of implementing changes - dynamics of transition.**
- **Yes, a way of providing update information on Bi/Bi.**
- **Yes**
- **Uncertain at this point.**

Yes

4. If you see ISD becoming a support system, how do you envision that support?

- **Networking and resource lists.**
- **Information sharing and networking will help other schools.**

ISD Menu

Week of November 22 - 28

	Breakfast	*Lunch*	*Dinner*
Mon 22nd	Grape Juice or *Assorted Juices *Dry or *Cooked Cereal Hard Cooked Eggs or *Scrambled Eggs Sausage ISD Breakfast Muffin Toast and Jelly	Ham Steak or *Chicken & Noodles Corn Seasoned Green Beans Bread and Butter Chipburger - Back by Popular Demand!	Beef Manhattan with Gravy *Baked Pork Chop Whipped Potatoes Spinach Bread and Butter *Vegetable Soup Pecan Pie with Topping
Tues 23rd	Orange Juice or *Assorted Juices *Dry or *Cooked Cereal Waffles & Syrup or *Scrambled Eggs Bacon Toast and Jelly	Polish Sausage or *Meat Loaf with Chili Sauce Seasoned Northern Beans Cooked Cabbage Homemade Cornmeal Muffin with Apple Butter Spice Cake with Caramel Icing *Fruit Juice Bars	Roast Pork Au Jus or *Stuffed Green Peppers Cheesy Noodles Seasoned Peas Bread and Butter Applesauce
Wed 24th	Orange Juice or *Assorted Juices *Dry or Cooked Cereals Ham and Cheese Omelet *Scrambled Eggs Ham Cinnamon Bread	Cheeseburger on Bun or *Frank on Bun Texas Fries *Baked Beans *Nachos Soft Chocolate Cookie Students Dismissed at Noon	Kitchens Closed for Thanksgiving Break
Thur 25th			
Fri 26th			
Sat 27th			
Sun 28th			Brown Cafeteria Only Lunchmeat and Cheese Sandwich Chicken Noodle Soup and Crackers Relishes and Chips Cookies

**Brown Cafeteria Only. Salad bar served lunch and dinner. Selective menu at all meals.*

Willard - salad bar daily at lunch.

Meal tickets may be purchased from Nancy Hardwick in Alumni Hall Rm G15, 7:30 - 11:00, 12:00 - 3:30.
Milk is served at all meals.
Menu is subject to change without notice.